



## **Department of Labor Veterans Employment and Training Service (VETS)**

- Who are we?
- What do we do?
- How can we help?



# Who We Are

## Mission and Services

### **DOL's Mission**

To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

### **VETS' Mission**

Serve veterans and service members by providing resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.

### **VETS' Functions**

- Prepare
- Provide
- Protect

### **VETS' Integration with Partner Agencies**

- Office of Federal Contractor Compliance (OFCCP)
- Employment and Training Administration (ETA)
- Office of Disability Employment Policy (ODEP)
- Office of the Solicitor (SOL)

**VETS' services are closely integrated with other Department of Labor employment and enforcement programs in order to serve veterans with a broad array of coordinated services**



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# Who We Are

## Integrated Effort

Within DOL, VETS is singularly focused on service member and veteran employment needs – but services to veterans is a **Department-wide integrated effort**



- **SOL – Solicitor’s Office**
  - Employment law expertise including enforcement in U.S. Veteran discrimination cases.
- **BLS – Bureau of Labor Statistics**
  - Produces annual U.S. Veteran employment supplement
- **CHECO - Chief Economist**
  - Continuously monitors and analyzes U.S. Veteran employment statistics and labor market conditions
- **Chief Evaluation Office**
  - Evaluates effectiveness and efficiency of U.S. Veteran employment programs
  - Coordinates with ETA to assure that all grant programs are evaluated and effectively impact U.S. Veterans
- **ETA – Education and Training Administration**
  - Research and evaluation agenda for grants programs
  - Looks at subset of U.S. Veterans outcomes and program effectiveness
- **ODEP- Office of Disability Employment Policy**
  - Focuses on disability-related policies that benefit veterans with disabilities



# What We Do

## Our **P3** Campaign

- ★ We **Prepare** our service members for transition to the civilian workplace through our employment workshop
- ★ We **Provide** our veterans employment placement assistance through our network of American Job Centers and various programs targeted at assisting homeless and other disadvantaged veterans obtain meaningful employment
- ★ We **Protect** the employment rights of those service members who responded to the call to serve and ensure preference is given to veterans with respect to Federal hiring

# Active Duty, Reserve, National Guard Servicemembers by Service and Race (2010)

Branch of Service	AIAN	Percent	All Other Races	Percent
Army	4,683	15%	557296	24.90%
Army National Guard	2710	8.70%	359305	16.10%
Army Reserve	1385	4.40%	203896	9.10%
Air Force	2165	6.90%	327475	14.60%
Air Force Reserve	364	1.20%	69755	3.10%
Air National Guard	787	2.50%	106889	4.80%
Marine Corps	2216	7.10%	200396	9%
Marine Corps Reserve	284	0.90%	38938	1.70%
Navy	14802	47.50%	308337	13.80%
Navy Reserve	1759	5.60%	63247	2.80%
Total	31155	100%	2235534	100%



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**Source:** Department of Defense, Active Duty Master Personnel File; Reserve Components Common Personnel Data System (RCCPDS), 2010.  
Prepared by the National Center for Veterans Analysis and Statistics.

# DOL Employment Workshop (DOLEW)

- TGPS (Transition, Goals, Planning, Success) workshops are now ***MANDATORY*** per the VOW Act of 2011
- TGPS is a 5 Day coordinated workshop that includes briefings from VA, DOL and DOD.



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# DOL Employment Workshop (DOLEW)

- DOLEW- 3 day portion of the workshop that is facilitated by contractors and provides focus on:
  - Transition Planning
  - Resumes
  - Interviewing
  - Networking
  - Negotiating Salaries



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# American Job Centers (AJCs)

- DOL has approximately 3000 American Job Centers in the US and its territories
  - AJCs provide job services to **ALL** Veterans
  - Veterans receive **priority of service** at all AJCs
  - Veterans with significant barriers to employment will receive intensive services from a Disabled Veterans Outreach Program Specialist (DVOP)
  - Local Veterans Employment Representatives (LVER) will conduct outreach and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans



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# American Job Centers Outreach

- Veterans can use their Priority of Service “Gold Cards” to receive intensive employment search and assistance for up to 6 months
  - <http://www.dol.gov/vets/goldcard/revisedgoldcard5.pdf>
- DVOPs and LVERs are conducting outreach in the rural communities around the United States and its territories.



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# HVRP/ VWIP Grant Programs

- **Homeless Veterans Reintegration Program**
  - **Eligible Applicants:** Applications for funds will be accepted from State and Local Workforce Investment Boards, local public agencies, for-profit/commercial entities, and non-profit organizations, including faith-based and community-based organizations. Applicants must have a familiarity with the area and population to be served and the ability to administer an effective and timely program.



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# HVRP/ VWIP Grant Programs

- **Veterans Workforce Investment Program**

- Applications for funds will be accepted from State and Local Workforce Investment Boards, Public agencies, non-profit organizations, including faith-based and community-based and neighborhood partnerships. Applicants must have a familiarity with the area and population to be served and the ability to administer an effective and timely program



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# USERRA Rights

- USERRA Law and Regulations:
  - 38 U.S.C. 4301-4335 (Statute)
  - 20 C.F.R. 1002.1-1002.314
  - (non-Federal sector regulations)
  - 5 C.F.R. 353.101-353.304 (Federal sector regulations)
- Prohibits employment discrimination on basis of past, current, or future military obligations
- Protects reemployment rights with pre-service employers for Veterans, and Guard and Reserve Service members
- Prohibits retaliation



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# USERRA Rights

- An employer may not take **any** adverse action against an employee ***due in any part*** to employee's military service or obligations
- An employer may not take **any** adverse action against an employee for exercise of his/her USERRA rights, or for rendering assistance in exercising those rights



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# Any Questions?

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